

## CHAPTER 6

### THE ACQUISITION CORPS

#### A. POLICY

There shall be one Acquisition Corps for the DoD Components in which membership is restricted to the civilian employees of the DoD Components. Civilian employees of the Military Departments and non-DoD personnel shall be considered for membership in the Acquisition Corps when tentatively selected for a critical acquisition position in the DoD Components. The Acquisition Corps shall constitute the primary source of candidates for critical acquisition positions in the DoD Components. (Military personnel remain members of Military Department acquisition corps while assigned to the DoD Components.)

#### B. SELECTION FOR THE ACQUISITION CORPS

Formation of the Acquisition Corps shall be accomplished, as follows:

1. Full reciprocity shall be afforded the members of a Military Department's acquisition corps. On selection for a civilian acquisition position at grade GS and/or GM-13, or above, in a DoD Component, a member of a Military Department acquisition corps shall be deemed a member of the Acquisition Corps.

2. No later than 90 days following the effective date of this Regulation, each DoD Component shall institute a screening process for determining those civilians who will be granted membership in the Acquisition Corps. The DoD Components shall conduct the reviews of acquisition workforce personnel for the Acquisition Corps concurrent with or following the certification review of GS and/or GM-13 acquisition workforce personnel. Component processes will allow non-acquisition workforce civilian employees in the Component to seek acquisition corps membership, if desired. Prospective candidates for membership will be advised of their entitlement to decline membership if the mobility requirements of Chapter 7 of this Regulation are unacceptable. On authentication of eligibility by the appropriate official or board, the candidate shall be deemed a member of the Acquisition Corps.

3. On and after October 1, 1992, no person shall be selected for a civilian critical acquisition position who is not eligible for the Acquisition Corps, or who has not properly attained a waiver or confirmation of eligibility from the official or board delegated waiver or confirmation authority under Chapter 3, above. On authentication of eligibility by the appropriate official or board, the tentative selectee shall be deemed a

member of the Acquisition Corps. (In accordance with DoD Directive 5000.52 (reference (b)), no person who is otherwise eligible for a critical acquisition position under OPM qualification standards may be denied consideration for the position, or admission to the Acquisition Corps.)

4. All civilian acquisition workforce personnel GS and/or GM-13, and above, in the DoD Components shall be screened for Acquisition Corps membership. Initial screening of personnel for the Acquisition Corps shall be completed no later than June 30, 1993.

#### C. ELIGIBILITY FOR THE ACQUISITION CORPS


1. Normally, waivers of the GS/GM-13 (or equivalent military) grade level eligibility requirement shall not be granted to a candidate for membership in the Acquisition Corps who cannot confirm an entitlement to appointment, repromotion, or reinstatement to a GS/GM-14 or above critical acquisition position. One example of a circumstance warranting waiver would be that represented by a GS-12 candidate for the Acquisition Corps who had previously encumbered a GS/GM-13 position and who had been changed to lower grade as a result of reduction-in-force. (The absence of quantifiable qualification criteria for Senior Executive Service positions in the acquisition workforce shall not be construed to obviate this waiver policy.)

2. Determinations of appointment, repromotion, or reinstatement eligibility shall be rendered by the servicing civilian personnel offices for the DoD Components.

#### D. MEMBERSHIP REVIEW

To promote uniformity in selections and waivers of eligibility requirements for the Acquisition Corps, DoD Component processes for membership screening shall adhere to the following requirements:

1. Candidates for membership in the Acquisition Corps shall be required to declare a career field or position category, or by application for a critical acquisition position in a career field or position category, shall be deemed by the DoD Component to have declared that career field or position category. (That requirement shall not be construed to preclude a candidate from seeking certification or selection for a position in any career field or position category.) The candidate's qualifications shall be reviewed against the level II or 11S mandatory training requirements of the career field or position category declared. Mandatory training requirements at levels below the candidate's current assignment, or, in the case of non-DoD candidates below the level in which assignment is being considered, need not be reviewed.



2. The officials or boards granted delegated authority under Chapter 3, above, shall ensure that any waivers of education, training, or experience requirements for membership in the Acquisition Corps are based on attainment of the competencies (i.e., the knowledges, skills, and abilities) otherwise to be acquired through the prescribed education, training, or experience for personnel at Level II or III in the career field declared by the candidate for membership.

3. The review of candidates for membership in the Acquisition Corps shall be recorded on Defense Department (DD) Form 2587, "Department of Defense Acquisition Corps-Certification of Admission," and DD Form 2588, "Department of Defense Acquisition Corps-Waiver Request,"<sup>N</sup> provided at DoD Instruction 5000.55 (reference (f)). Those forms shall be authenticated by the official granted delegated waiver authority under Chapter 3, above.

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